

CSM Early Promotion Policy

The intent of the College of Science & Mathematics Early Promotion Policy is to provide supplemental guidance to Section 4.6 of the USG Academic Affairs Handbook and Section 5.2.2 of the UNG Faculty Handbook. In addition, this policy is applicable to any early promotion including lecturer to senior lecturer, senior lecturer to principal lecturer, assistant professor to associate professor, and associate professor to professor. In the case of a lecturer or senior lecturer seeking early promotion, the candidate will only be evaluated on the specific areas covered in their faculty annual review documents. For example, some lecturers may be 100% teaching while others may be 90% teaching and 10% service, etc. Note that time granted towards tenure is covered in Section 5.4.2 of the UNG Faculty Handbook.

Eligibility for early promotion does not mean simply meeting all of the requirements in four years instead of five. The candidate must provide strong justification and clearly demonstrate accomplishments that greatly exceed expectations for their current rank in the areas of teaching, scholarship, and service. It is the responsibility of the candidate to make a clear and compelling case for eligibility for early promotion. The department head, dean, and provost must approve the application for early promotion before the candidate will be allowed to submit their portfolio in D2L. Approval by the department head, dean, and provost does not guarantee a successful early promotion.

Examples of Performance That Greatly Exceeds Peer Performance

Teaching – The candidate must demonstrate a consistent level of teaching excellence that greatly exceeds peer performance. Evidence for teaching excellence can include continuous self-evaluations and reflections, positive peer evaluations, positive student evaluations, and performance of students on nationally normed exams well exceeding national averages. Additional examples include national awards for pedagogical innovation or systematic evaluation of instructional methodology. Examples may also include efforts by a faculty member that greatly contribute to student success both inside and outside of the classroom including state and national awards, reception of competitive scholarships, REUs, internships, COOPs, and/or fellowships.

Scholarship – The candidate must demonstrate a consistent level of scholarship that is recognized at the state and/or national level that greatly exceeds peer performance. Evidence for this could be multiple peer-reviewed publications in top-tier journals with broad dissemination, and/or invited presentations at state, national, or international meetings. Additional examples include special contributions, recognitions, and awards from state, national, and/or international professional organizations. Other examples include authoring widely adopted textbooks and grant awards from local, state, or federal agencies. Examples may also include a consistent level of supervising undergraduate research projects that lead to student posters, oral presentations, and/or peer-reviewed publications.

Service – The candidate must demonstrate a significant commitment to service that greatly exceeds peer performance. Demonstrated service shall be to the department, college, university, profession and community, with leadership roles in at least two levels (*e.g.* department and

college levels or department and community levels, etc.). Additional examples include contributions, recognitions, and awards from local, state, national, and/or international service organizations. Other activities can include contributions to the university that advance the university's strategic goals and mission. Examples may also include efforts by a faculty member that greatly contribute to student success both inside and outside of the classroom including state and national student awards, reception of competitive scholarships, REUs, internships, COOPs, and/or fellowships.

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